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OPEDA Newsletter

ORGANIZATION OF PROFESSIONAL EMPLOYEES OF THE U. S. DEPARTMENT OF AGRICULTURE

Vol. 7

SEPTEMBER, 1955

No. 3

FEDERAL-STATE RETIREMENT LOANS

Response to the Advisory Committee's recent memo sent to all contributors to the Educational Fund has been extremely encouraging. At least 95 percent of those who had made loan advances have indicated they wish to have it retained for further promotional work, and many have made additional contributions. Even so, there are not sufficient funds to properly continue this effort and contributions will be appreciated from those who will benefit from this legislation but who have not previously contributed.

INSURANCE BENEFITS OPEN TO FED.-STATE COOPERATIVE EMPLOYEES

Employees working under cooperative Federal-State agreements are eligible for the Federal Employees Group Life Insurance program, the Civil Service Commission announced. The first and largest group to be affected by this action is about 15,000 USDA'ers.

The Commission emphasized that dropping of the regulations barrier is only the first step in including such employees under the insurance program. Agencies must take the initiative in working out agreements with the States or State agencies involved in the project for the collection of the insurance contributions from the employees' salaries. Agencies must, however, first present their plans to the Commission for approval.

Agreements are now being worked out between the USDA and the various states. These cooperative employees should receive the insurance coverage by the end of the year.

FOR YOUR ADDRESS BOOK

OPEDA Office: 507-B Administration Building.

Mailing address: P. O. Box 381, Washington 4, D. C.

So. Bldg. Post Office, USDA, Washington 25, D. C.

Telephone number: Re. 7-4142, Ext. 5591.

Office Hours: 9:30-3:30, Monday through Friday.

Executive Officer: D. B. Lasseter.

**LET US HEAR
FROM YOU**

OPEDANS Urged to Fight for Continuation of Civil Service Retirement System

Federal workers are better off under the present Civil Service retirement system than the combination of it and social security proposed by the Kaplan report, according to Jerome K. Keating, vice-president of the National Association of Letter Carriers. Mr. Keating spoke to a capacity luncheon group September 20, in Washington and again at Beltsville, two days later.

He pointed out that the Civil Service Retirement System with a six billion dollar reserve, even though it has a 10.5 billion dollar unfunded obligation, is comparatively in a much stronger position than social security with a 20 billion dollar reserve and 250 billion dollar unfunded obligations.

"The Kaplan Plan has been presented to the federal employees in a beautifully prepared package. It provides many improvements over the present Civil Service retirement plan. It magically improves the benefits and reduces the cost. We believe, however, that the fund has not been properly financed up to the present time."

Two basic reasons advanced by proponents of combining the civil service retirement plan with social security are, provide more adequate survivorship benefits for those under civil service retirement and cover the "in-and-out" employees, those who work for a short time in government and a longer time in private industry, or vice-versa.

Civil service retirement system could improve survivorship benefits under the Johnston - Morrison bills. In-and-out employees could be taken care of in a manner similar to that used to take care of employees under the Railroad Retirement System.

Mr. Keating mentioned many defects in the Kaplan proposal. It would eventually eliminate the Civil Service Retirement System. It exempts members of Congress. It recommends that employees make no contribution to the Civil Service Retirement fund during the first three years of employment. If they do not later reimburse the fund, their annuity will be reduced. Social security payroll deductions are increasing.

"The Civil Service Retirement System has proved its worth. Employees

Success!

Dear Mr. Henderson:

We appreciate very much your letter of August 9 advising that GSA now plans to include air conditioning in the Federal Building to be constructed in Albuquerque.

Your interest and cooperation in our behalf is commendable, and we sincerely appreciate your action.

Your letter will be passed along to the USDA agencies for their information.

Sincerely yours,

M. H. DAVIS, President
Albuquerque USDA Club.

The letter needs no explanation. But inspired by OPEDA's contribution to getting air conditioning installed there, the Executive Committee voted to recommend air conditioning of all agriculture buildings in Washington, D. C.

APOLOGIES

William A. Dayton's name was inadvertently left off the list of OPEDAN's receiving a distinguished service award from the Secretary in June. Mr. Dayton, of the Forest Service and a member of OPEDA since its founding, received his award for conducting and providing leadership in carrying out important research on the taxonomy and ecology of grasses, browse plants, trees, and related forest and range vegetation.

COST OF LIVING ALLOWANCES

Civil Service, in cooperation with Federal agencies, is carrying out fact-finding surveys in the United States Territories to review cost-of-living allowances and post differentials.

This annual review is required by Executive Order 10,000. The survey covers living costs, environmental conditions, and prevailing salaries. On-the-spot surveys are being made in Alaska, Hawaii, the Commonwealth of Puerto Rico, the Virgin Islands, and Guam and Wake Islands. In each of the larger areas surveys are made in two to four different localities.

have contributed \$550,000,000 to its operation. This money has earned approximately one billion dollars in interest. The total expense of the fund up to June 30, 1954, was \$3,733,000,000."

PEOPLE YOU SHOULD KNOW

This is the first year OPEDA has not elected a council. Under the new Constitution and By-Laws of 1954 these elections are now biennial. For the benefit of the many new members, the *Newsletter* presents:

Members of the Council for 1956

ACPS

Joseph Weeks¹
Admin. Staff Unit
 S. B. Herrell¹
 Louise O. Bercaw¹
 Harry P. Mileham²

Agric. Marketing Service

C. E. Burkhead¹
 Lance Hooks¹
 C. B. Gilliland¹
 Gladys Baker¹
 W. Dale Bormuth¹
 Melvin Buster²
 C. K. Morrison²
 Randall Latta²

Agric. Research Service

Charles A. Logan¹
 Roy Magruder¹
 Ruth L. Busbey¹
 Charles Grey¹
 Emory D. Burgess¹
 Walter M. Scott¹
 Harrison S. Haller¹
 Frances Debnam¹
 Robert B. Harris¹

Research Ser.—(Con't)

T. F. McGinty¹
 H. Rex Thomas²
 Virginia N. Wright²
 Lewis P. McCann²
 R. H. Nelson²

Commodity Exch. Auth.

Daniel A. Currie¹
 Arthur R. Grosstephan²

Commodity Stab. Service

Charles E. Wylie¹
 J. Lloyd Whitehouse²

Farm Credit Admin.

Fulton Want¹
 R. C. Engberg²

Farmers Coop. Service

Thomas E. Hall¹
 J. Warren Mather²

Farmers Home Admin.

Sterling S. Landess¹
 Milton B. Allman¹
 Jessie T. Hobson²

FCIC

Jas. B. Dyess¹

Federal Ext. Service

Jane Steffey¹
 Ed. H. Leker¹
 T. Weed Harvey²

Food & Drug Admin.

William Horwitz¹
 Dorothy B. Scott²

Foreign Agric. Service

J. Dennett Guthrie¹
 C. C. Hearne²

Forest Service

Bernard A. Anderson¹
 Frederick W. Grover¹
 James G. Osborne¹
 Charles W. Mattison¹
 Kenneth W. Parker¹
 William W. Bergoffen¹

Forest Ser.—(Con't)

Roland Rotty¹
 Joseph F. Pechanec²
 Milton M. Bryan²
 B. O. Hughes²

Rural Elec. Admin.

Richard G. Schmidt¹
 Charles Moore¹
 Alta Hamlin²

Soil Consrv. Service

A. M. Hedge¹
 E. A. Norton¹
 Wellington Brink¹
 J. C. Dykes¹
 Bert D. Robinson¹
 Glenn K. Rule¹
 R. O. Lewis¹
 George W. Musgrave²
 George R. Phillips²
 N. P. Stephenson²

¹ Voting Member

² Alternate

COMMITTEES REORGANIZE

Two of OPEDA's standing committees have reorganized under new chairmen. William S. Harris, CSS, replaces L. K. Wright, AMS, as head of the Public Service Committee, and Mark M. Kirkham, ARS, succeeds Meredith C. Wilson, FES, as chairman of the Professional Committee. President Chris Henderson on behalf of all OPEDAN's expressed appreciation for the splendid work of these men.

On the Public Service Committee are: Homer M. Allen, FHA; E. R. Draheim, OP; Mrs. Corinne B. LeBovit, ARS; William W. Pate, ARS; Richard G. Schmidt, REA; D. Harper Simms, SCS; John L. Wells, B&F; Ellis T. Williams, FS; Paul C. Wirth, ARS; and L. K. Wright, AMS.

This committee handles matters relating to management problems which affect the employee's accomplishments, such as, adequate assistants, leadership, direction, working tools, effective and economical use of personnel, program objectives, clarity of instructions, working hours, physical welfare, and avoidance of duplication or conflicting effort.

On the new Professional Committee are: Emory D. Burgess, ARS; D. A. Currie, CEA; Kenneth M. Gapen, ACPS; Cannon C. Hearne, FAS; Harold C. Knoblauch, ARS; C. K. Morrison, AMS; Ruth O'Brien, ARS; C. H. Pals, ARS; John T. Presley, ARS; Walter Schipull, FS; B. Ralph Stauber, AMS; John G. Sutton, SCS; and M. E. Yount, ARS.

This committee handles matters relating primarily to the individual's responsibilities as public employees, such as, professional standards and ethics, performance ratings, professional recognition, educational growth, rotation of assignments, job classification, promotions, demotions, and teamwork.

YOU MAY HAVE OVERLOOKED

Congressional action lifting maximum age restrictions in Federal appointments during fiscal year 1956. In a press release Civil Service reminded everyone that the act made it possible for all persons over 70, whether Federal annuitants or not, to receive regular Federal job appointments if they are qualified.

The number of Schedule C positions declined from 1,134 to 1,122 during the first six months of 1955. There were more than 2,000,000 positions in the competitive Civil Service on June 30.

Of the 1,122 Schedule C positions, only 253 were taken directly from the competitive system. Another 533 were taken from Schedules A and B and 336 are new positions.

QUESTIONS AND ANSWERS

Did you know that the framers of the Constitution tried to avoid having political parties control the election of the President or that the President, although commander-in-chief of the armed services, does not wear a uniform representing any branch of the military or naval service.

"Our American Government" answers 250 other questions, many of them of more vital interest to OPEDAN's. It's available at the Government Printing Office for 10c, but try your Senator or Congressman. He can supply it free.

RECRUITING TROUBLES

USDA recruiting officers in various states report a decided lack of interest in government employment among last year's college seniors. The reasons most often given by the young men and women contacted were:

1. salaries — GS-5 starting salary was thought low compared to pay in educational institutions, county agent jobs, and vocational agriculture jobs, as well as jobs in industry. Particular mention was made of the difficulty of interesting engineers, who are able to command starting salaries comparable to GS-7. (See page 6 for recent Civil Service action.)

2. inability to give choice of geographic location.

3. imminence of military service.

4. unfavorable publicity regarding government employment.

GRADUATE SCHOOL

ENROLLMENT UP

The USDA Graduate School reports a total enrollment of about 2,950 for the term just starting. This represents an increase of about 5 percent over last year. The school is running 161 classes this year including those at the National Institutes of Health.

**Please Notify
OPEDA Office
of Change in
Address or Agency**

OPEDA Membership Box Score

Agency	Approximate Potential Membership	Members on Rolls Jan. 1, '55	Total Membership Sept. 27, '55	Percent of Potential Membership Signed Up
ACPS	30	9	20	67
AMS	4,300	346	630	14
ARS	8,100	802	888	11
ASU	800	77	59	7
CEA	70	19	42	60
CSS	4,100	43	111	2
FAS	270	33	60	22
FCA	400	21	36	9
FCIC	160	2	13	8
FCS	70	29	56	80
FES	150	57	126	84
FS	5,700	541	543	9
F&D	600	18	41	7
FHA	3,150	99	96	3
SCS	7,500	594	1,066	14
REA	600	73	150	25
Outside USDA	—	—	18	—
Total	36,000	2,763	3,955*	11

* June '55 total was 4,408, of which 403 were dropped July 1 as delinquents.

KEEP CURRENT CIVIL SERVICE CLASS STANDARDS

It is necessary to have standards or specifications for each series of Civil Service positions. These class standards are "yardsticks" which the classifier uses to determine the class series and measure the grade of a position. Since the grade determines the pay these class specs are of prime importance to the employee.

It is important that there are more than 200 series which need revision. There are 49 scientific and technical series which need revision in the Department of Agriculture. The number of jobs which may be classified under one of these series may run into the hundreds or even thousands.

The Classification Act requires that these classification standards be kept current. New developments in scientific and technical fields have increased the importance of maintaining class standards on a current basis. It is often found that these new developments cause a corresponding increase in responsibility and qualifications and make a revision of the standards and increase in grade necessary.

Obviously, if the class standards were kept current it would aid the Government in recruiting as well as in retaining competent experienced employees who might otherwise be tempted to leave the Government service for higher pay. It is also a morale builder for those capable and faithful employees who resist these outside offers and elect to stay in public service.

There are 4 major problems which have hindered those responsible from keeping these class standards current.

1. It is necessary for the scientific and technical employees working in the subject matter field covered by the series to assist classification people in developing these standards. These people have other duties and are limited in the amount of time which they can de-

vote to such an assignment. There have been cases where the head of the agency has recognized the need for this assistance, selected a qualified person and had him assigned full time to the task until completed. When this type of cooperation exists excellent results are promptly secured.

2. Emergency duties and workload of the personnel staffs of the agencies have relegated revision of class standards to second place until pay problem forces them into first priority position.

3. The Civil Service Commission has set up a schedule for revising class standards. However, the lack of staff has made it extremely difficult to stay on schedule.

The new policy permitting each Department to develop class standards for those job series common only to that Department will relieve the situation some at the Civil Service level. Even so, the Civil Service Commission's staff is inadequate to get and stay on a current basis.

4. There are those who feel that class standards can be simplified. This would speed the revision of standards, make them more easily understood and reduce the complex problem of interpreting the standards by those who apply them.

Since this problem is of real concern to professional employees, it has been adopted by the Council as one of OPEDA's objectives.

MADGE REESE RETIRES

Miss Madge J. Reese, long-time member of OPEDA, retired from the Extension Service at the end of July: Miss Reese started her career as a country school teacher, entered Extension work in Alabama in 1914, came to Washington in 1917, and was Home Economics Field Agent for the Western States at the time of her retirement.

COMING SOON

In an effort to make your OPEDA dollars stretch as far as possible, the Executive Committee voted to have your dues notice and your new membership card sent in the same envelope. These will be sent during October.

When making your remittance, sign and retain the membership card. If you pay for 2 years, write "1957" after "1956 and." Many are already taking advantage of the special rate of the two-year rate, discussed in the June Newsletter.

The new rate is \$3 for one year; \$5, for two. The reason for the increase: costs are up and OPEDA is improving and expanding its service. The special legislative newsletter issued in August is one new service.

Some Entrance Wages Raised

Agencies may recruit professional engineers and physical scientists at entrance salaries of \$4,345 annually for grade 5 positions and \$4,930 annually for grade 7 positions. These salaries are equivalent to the sixth salary step of grade 5 and the fourth salary step of grade 7.

SENIOR MANAGEMENT INTERN PROGRAM

All Federal agencies have been asked to begin nominations of employees in grades GS-8 through 12 for consideration as trainees in the fifth Senior Management Intern Program, designed to discover and develop potential administrators.

The deadline for nomination of field employees is November 14 and for Department employees, November 28. Agencies will then have until January 9, 1956, to make appointments from among candidates passing a written examination.

The 5-month program will get under way in Washington January 30, 1956. A minimum of 2 years Federal service is required of candidates.

Read the Constitution for Information About Local Chapters

OPEDA

Issued at Washington, D. C., Each Quarter of Calendar Year.

(Not printed at Government expense)

Purpose of publication: Dissemination of information pertaining to the welfare of professional employees of the U. S. Department of Agriculture.

CONSTITUTION

of the

Organization of Professional Employees of the U. S. Department of Agriculture

(Organized 1929)

(By-laws consolidated with Constitution October 1954)

Article I—Name

The name of the association shall be the Organization of Professional Employees of the United States Department of Agriculture.

Article II—Purpose

The purpose of this organization is to provide a forum for the discussion of all problems affecting the welfare of the professional employees of the Department; to cooperate with administrative officials, and other agencies interested in the personnel and the work of the Department; and to confer with committees of Congress on matters affecting the personnel of the Department.

Article III—Membership Eligibility

Personnel of the Department of Agriculture of General Schedule grades 5 and above, and those in GS Gr. 4 who can furnish evidence that they are employed on scientific or sub-professional work for the Department of Agriculture and show promise of becoming professional employees, are eligible for membership and may become members upon application and payment of dues.

Article IV—Membership Dues

Sec. 1. Membership dues shall be \$3.00 for each calendar year; but where membership is newly established during the third quarter of the year the sum of \$4.00 will be accepted in full payment for dues for the remaining portion of the current year and also for the ensuing year. When a membership is newly established during the last quarter of a year, the payment of \$3.00 shall be credited to the ensuing year, but membership shall date from the date of payment. Beginning with 1956 the sum of \$5.00 will be accepted in full payment for dues covering two calendar years.

Sec. 2. The annual dues shall constitute the full cost of membership. No entrance or initiation fees shall be charged, nor shall any additional special assessments be levied; but wholly voluntary contributions in furtherance of a specific objective, program, or project previously approved by the Council may be accepted and devoted to the purpose for which contributed.

Sec. 3. Acknowledgment for receipt of dues shall be in the form of a membership card for the year for which said dues were paid.

Sec. 4. Dues notices shall be mailed in the same envelope with Council election ballots.

Article V—Council

Sec. 1. The general management of the Organization shall be vested in a Council to be elected biennially by OPEDA members in the agencies of the Department on alternate years to the election of Officers and Executive Committee beginning with January 1, 1955. Units eligible for representation in the Council shall include major agencies of the Department and shall be determined by the Executive Committee. Agencies that have been transferred out of the Department may continue to be represented as formerly if a sufficient number in such agencies continue their membership in OPEDA.

Sec. 2. The basis for representation in the Council shall be as follows: One voting Council member and one alternate for the first 10 members of each of the eligible units. Each eligible unit shall be entitled to a second voting Council member when its membership reaches 50, a third voting Council member when its membership reaches 100, and an additional voting Council member for each additional 100 members. One additional alternate may be elected for each additional three voting members. Determination of eligibility and representation shall be made by the Executive Committee each year for the succeeding year on the basis of membership on October 1.

turn have prepared a mimeographed or typed ballot form listing the names of all nominees from all units with instructions that members vote for candidates from their own unit only. A ballot, together with return envelope, will be sent to each OPEDA member.

Sec. 4. When all ballots have been returned, or not later than December 15, they shall be tabulated by the Organization staff and the resultant tabulation shall be submitted to the Executive Committee, which shall then declare as elected to the Council the representatives of each unit receiving the highest votes. When the position of alternate has not been subject to separate vote, the person receiving the highest vote shall be the voting member and the one receiving the next highest vote shall be the alternate, for units entitled to one voting member; the persons receiving the first and second highest votes shall be the voting members and the person receiving the third highest vote shall be the alternate, for units entitled to two voting members; and the persons receiving the first, second, and third highest votes shall be the voting members and the one receiving the fourth highest vote shall be the alternate, for units entitled to three voting members.

Article VI—Eligibility for Representation on Council

Sec. 1. The units of the Department of Agriculture which shall be eligible for representation on the Council of the Organization shall be those which, in the statutes relating to the Department and in its annual appropriation bills, are specifically recognized and identified as a bureau, service, administration, office, authority, or corporation of the Department, but constituent or component branches or divisions thereof shall not be eligible.

Sec. 2. If subsequent to the determination by the Executive Committee of the eligibility and representation of a unit on the basis of its membership, as provided by Article V, the membership of such unit is increased to numbers which would entitle it to initial or increased representation on the Council, the initial or additional representatives to which the unit is entitled, upon selection by the unit and at its request, may attend all meetings of the Council and participate in its discussions but shall not have the power to vote until duly elected in the manner provided in Article V.

Article VII—Procedure for Election of Council Members

Sec. 1. Immediately after October 1 prior to the beginning of the term of office of a newly elected Council, the office staff of the Organization shall compile a list showing the total number of OPEDA members in good standing in each unit within the Department. Upon the basis of said list the Executive Committee shall then determine the number of members of the Council to which each unit shall be entitled during the succeeding year, in conformity with Article V.

Sec. 2. Upon such determination the then current members of the Council shall be requested to organize within their specific units committees to nominate two candidates for each voting member position to which the unit is entitled and two candidates for each position of alternate. However, if the members of the unit so prefer, the nominations may be made at a general meeting rather than through the medium of a committee. Furthermore, if the majority of the members of a unit so desire, they may nominate a single slate of candidates, rather than two or more for each position.

Sec. 3. Nominations for each unit will be reported to the Executive Officer, who will in

Article VIII—Officers and Executive Committee

Sec. 1. The officers shall include a President, Executive Officer, Vice President, and the Secretary-Treasurer. These, together with six other persons and the immediate past President, shall constitute the Executive Committee to hold office for two years or until their successors are elected. The Executive Officer shall be appointed by the Executive Committee.

Sec. 2. The officers (except the Executive Officer) and Executive Committee shall be elected by the following procedure: The Executive Committee shall recommend and the President shall appoint from the membership of the Organization at least 30 days before the Council meeting in May of the year when an election is to be held, a nominating committee of seven members to propose two or more candidates for each office of the Organization to be filled at that election. The names of the persons selected by the nominating committee shall be placed on a ballot which shall be transmitted to the members of the Council at least ten days prior to the May meeting. They shall mark their ballots and return them to the chairman of the nominating committee. He and at least two committee members designated by him shall count the ballots and report the results to the President. Results of any ties shall be determined by lot. The results shall be announced at the May meeting of the Council, after which the newly elected officers and Executive Committee shall assume the duties of their respective offices.

Article IX—Vacancies

Any vacancies occurring in this elected group shall be filled by the Executive Committee until the next meeting of the Council, which will then either ratify the selections or elect others as desired.

Article X—Meetings

Sec. 1. General meetings of the Organization shall be held at such time and place as may be determined by the Council.

Sec. 2. Regular meetings of the Council shall be held in January, May, and October at a time and place designated by the President.

Sec. 3. Special meetings of the Council shall be called by the President at his discretion or upon the written request of ten members of the Council.

Sec. 4. A third of the membership of the Council shall constitute a quorum for the transaction of business.

Sec. 5. The Executive Committee shall meet upon a call issued by the President. A majority of the committee shall constitute a quorum.

Article XI—Duties of Officers and Executive Committee

Sec. 1. The President shall preside at all meetings of the Council and of the Executive Committee. He shall also perform such other duties as generally pertain to that office.

Sec. 2. The Executive Officer shall serve as Public Relations Officer and shall represent the Organization at such meetings and shall perform such other duties as the Council or Executive Committee may direct.

Sec. 3. The Vice President shall, in the absence of the President, perform all duties and have all of the authority of the President.

Sec. 4. (a) The Secretary-Treasurer in his capacity as Secretary shall keep the minutes of the meetings of the Council and of the Executive Committee and shall have custody of all records of the Organization. As Treasurer he shall be responsible for the collection of membership dues and shall have custody of these and all other funds of the Organization. He shall disburse funds only upon the authorization of the Council or of the Executive Committee.

(b) The Secretary-Treasurer is authorized to sign checks on behalf of the Organization: Provided, That if through absence or other cause he is unable to perform that function the authority to sign such checks shall be vested in and exercised by either the President or the Vice President: Provided, however, That he shall have authority to disburse the funds of the Organization in payment of all usual and normal office and operating expenses of any activity, program, or project previously approved and authorized by the Council or Executive Committee; but if a proposed payment is beyond previous authorizations he shall refer it to the Executive Committee for approval prior to payment.

(c) The Secretary-Treasurer may, in his discretion, advance to a designated member of the Organization staff a sum not exceeding \$25.00 to be used as a petty cash fund from which to make payments of minor amounts for miscellaneous supplies and services; and to replenish such fund from time to time upon certification of expenditures therefrom by the custodian thereof.

(d) The Secretary-Treasurer shall perform such other duties as generally pertain to that office.

Sec. 5. At the close of each calendar year a special committee, to be appointed by the President, shall make a complete audit of all receipts and expenditures by the Organization for that calendar year, and shall report its findings and conclusions to the Council at the next meeting thereof.

Sec. 6. (a) The Executive Committee shall carry on the work of the Organization subject to the instructions of the Council.

(b) The Executive Committee shall establish such standing and special committees as may be deemed advisable. Members of these committees shall be appointed by the President.

Article XII—Procedure for Adopting New Objectives or Programs

New objectives or programs may be proposed by any group or any individual member. If they are within OPEDA's constitutional limitations, of general membership interest, and practicable of accomplishment, they will be referred to the Council. If approved in principle by the Council they will then be referred to the proper standing committee for perfection of details. Findings of standing committee then will be referred to the Executive Committee. Upon approval by that committee they become a part of the OPEDA program and a directive to the Executive Officer to employ all proper means for their fruition.

news items, articles, reviews, etc., contributed by members; illustrations, such as photographs of officers, contributors, outstanding members, etc.; or, in general, such printed or pictorial material as will be of interest and value to the members. Supplementing this publication may be such other mimeographed notices, special reports, questionnaires, etc., as may be necessary to fully inform the members of the status or progress of the activities in which they are interested.

Article XVII—Local Chapters

Sec. 1. Local chapters, in their speech, writing, and action, shall conform to the principles, policies, and objectives of the Organization, as set forth in its Constitution.

Sec. 2. An application for recognition of a local chapter must be signed by at least 12 Organization members.

Sec. 3. A local chapter may be recognized by majority vote of the Executive Committee, after approval of the application by the Councilors of each unit represented by 5 or more signers.

Sec. 4. Local chapters may be of three geographical categories: community, state-wide, or regional.

Sec. 5. More than one state-wide or regional chapter may be formed in the same area, as by the employees of different units having different state or regional headquarters.

Sec. 6. Each local chapter may adopt such by-laws as it deems necessary, provided that the provisions thereof shall in no way conflict with the provisions of the Organization Constitution.

Sec. 7. Each local chapter may elect a president, a vice president, and a secretary-treasurer (or a secretary and treasurer), and may elect such other officers and provide for such committees as it finds desirable.

Sec. 8. Each local chapter may hold such meetings and engage in such activities as it desires, and is encouraged to suggest needed legislation and to support or oppose pending legislation, provided that any proposed activities concerning pending legislation must be approved previously by the Executive Committee of the Organization.

Sec. 9. Each local chapter may fix and shall collect its own local dues. National dues should be paid directly to the national Organization. If a local chapter receives any annual dues for the national Organization it shall transmit the entire amount to the national office of the Organization without any deduction therefrom for local expenses.

Sec. 10. A local chapter may be suspended, or its recognition revoked, by majority of the Executive Committee after complete investigation, provided that the Council members from all units having 5 or more members in the chapter shall have been notified of the proposed action and given opportunity to be heard on the matters at issue. Such suspension will not affect individual membership in the national Organization.

Sec. 11. Only members of the national Organization in good standing shall be eligible to become and continue as members of a local chapter.

Article XV—Preservation of Membership Eligibility

Persons who, as members of the Department of Agriculture have established membership in the Organization, will not be disqualified for continued membership by reason of retirement from active duty or because of the transfer to another executive department or agency of the unit in which they are employed. Continued membership by retirees is appreciated and desired. When units are transferred out of the Department of Agriculture, the employees thereof who were members of the Organization at the time of transfer may continue their membership, and other equally qualified employees of the same unit may establish membership in the Organization.

Article XVI—Issuance of a Periodical Newsletter to Members

The principal means of conveying information to members as to the affairs of the Organization shall be a printed newsletter, to be published and distributed during each quarter of the calendar year, normally following the January, May, and October meetings of the Council and the adjournment of Congress. This publication, normally of either six or eight pages, will include letters from the officers; the report of the Executive Officer;

news items, articles, reviews, etc., contributed by members; illustrations, such as photographs of officers, contributors, outstanding members, etc.; or, in general, such printed or pictorial material as will be of interest and value to the members. Supplementing this publication may be such other mimeographed notices, special reports, questionnaires, etc., as may be necessary to fully inform the members of the status or progress of the activities in which they are interested.

Article XVIII—Amendments

The Constitution may be amended by a vote of three-fourths of the Council present at a meeting formally called as specified in the Constitution, provided that written notice of such amendment and written copies of the proposed changes be furnished to each member of the Council at least 30 days prior to the time the vote is taken.

DOWNGRADED EMPLOYEES ALLOWED OLD SALARY FOR LIMITED PERIOD

Agencies may continue to pay employees demoted through no fault of their own and not through a reduction in force the same salaries they received prior to demotion for a period of 26 weeks. This Civil Service regulation will cover some unusual situations that could not be handled under the old regulations or where the employee's salary could not be saved by his reassignment, transfer, or a change of duties.

Under the new arrangement an employee whose position is downgraded may retain his old salary for a period calculated on the basis of total length of employment in grades higher than the grade to which he is demoted.

HEALTH INSURANCE

A health insurance program for Federal employees is provided in Senate Bill 2425, which is based on a legislative proposal made by the Civil Service Commission. Eligibility for coverage under this proposal is the same as under the Federal employee's group life insurance plan. The health plan gives employees their choice of participating, if they wish, in (1) local health insurance plans offered in their communities or through their agencies, (2) existing plans sponsored by national employee organizations, or (3) a uniform plan administered by the Civil Service Commission. Whichever plan the employee selects, the Government would pay one-third of the cost or up to 75 cents per biweekly pay period for employees without dependents and up to \$2 for employees with dependents, whichever is the lesser. Employees would pay the remainder of the cost through payroll deduction. While no action was taken on the bill during the last session of Congress, it is expected to come up for consideration at the next session.

Our OPEDA Public Service Committee is studying this Bill and will make its recommendations to the Council before the beginning of the next session of Congress.

WILBUR PENTZER TO ATTEND MANAGEMENT COURSE

OPEDAN Wilbur T. Pentzer is one of eight top-level Federal employees to receive a scholarship from the American Management Association to attend a four-week management course in New York City within the next 18 months. Mr. Pentzer is Chief, Biological Sciences Branch of

Selection was made by AMA after Federal agencies had submitted names of candidates to the Civil Service Commission office in Washington. Other executives selected are: Raymond Scott, USDA; Paul F. Bikle, Air Force; John H. Tippett, Civil Aeronautics Administration; Howard Habermeyer, Railroad Retirement Board; Paul R. Andrews, U. S. Post Office; John H. Lee, Air Force; and Donald Freeman Lee, Department of Interior.

How Good Is a Government Job?

With Federal pay going up all along the line, Government jobs are getting more attractive. *U. S. News and World Report* compared Government jobs with those in industry and found the majority of Government workers now draw salaries equal to persons holding comparable jobs in private industry.

At the bottom of the scale, for people holding clerical jobs, Government pay is higher than in private industry. At the top, in executive positions, Government pay still lags behind.

GOVERNMENT PAY vs PRIVATE PAY

Cabinet member	\$22,500	President of company	\$120,000
Head of bureau	14,800	Executive vice pres.	80,000
Budget director	17,500	Comptroller	35,000
Head of Division	12,030	Plant manager	25,000
Top-grade engineer	9,360	Top-grade engineer	19,600
Junior engineer	4,035	Junior engineer	4,300
Lawyer	7,960	Practicing lawyer	8,700
Physician	10,000	Practicing physician	11,900
Payroll clerk	3,700	Payroll clerk	3,200
Stenographer	3,400	Stenographer	3,000
Typist	3,175	Typist	2,912
Duplicating Mach. Op.	2,800	Duplicating Mach. Op.	2,600

The compensation for a Government career is not all in salary. Many choose it because of other advantages. A good physician, for example, might make twice as much on the outside. But he would have to forego all or most of the month vacation the Government would give him. He would not get sick leave, a liberal pension plan, or group life insurance. He would not have the assurance of a steady, gradually rising income, as in the Government.

To those in the lower grades public service looks more appealing than ever with the pay raise. But to those in top positions Government service is no way to get rich.

Special Committees Active

We reported in the June News Letter that four Committees had been established for expanding the service of OPEDA. These Committees have been actively working towards at least a progress report to the OPEDA Council which meets October 18.

OPEDANS should know the membership of these Committees so they may make suggestions to those they know best.

CHAPTERS COMMITTEE will develop means to help field members contribute more to and get more from their organization. Chairman: Hugh A. Brown, SCS. Members: Emerson M. Brooks, AMS; Everett R. Doman, FS; L. I. Jones, FES; O. J. Kelly, ARS; Gardner Walker, FHA.

PARTICIPATION COMMITTEE to develop ways which will permit members to have a more direct "say" in OPEDA's organization and activities. Chairman: Harry C. Norcross, AMS. Members: Alice B. Campbell, AMS; N. Battle Hales, CSS; E. Arnold Hanson, FS; James E. Lee, FHA; Earl C. McCracken, ARS; T. A. Nebauer, SCS; Carl F. Wehrwein, FAS.

EXTENSION COMMITTEE—explore the need and interest in the OPEDA type organization in other Federal agencies and recommend policies and procedures for affiliation if such is desirable. Chairman: Milton Bryan, FS. Members: William S. Harris, CSS; Miss Trienah Meyers, AMS; D. B. Lesseter, Ex. Officer OPEDA; L. B. Nelson, ARS.

OFFICE RECORDS COMMITTEE—to study the operation of the OPEDA Office and recommend better and more economical ways of doing the work. Members: Sam Detwiler, ARS, chairman; Mrs. Lila Meyer, OPEDA Office; C. O. Henderson, OP.

Do you have ideas about any of these problems? If so get in touch with the Committee member you know best.

NEW HONORS

Our president, Chris Henderson was presented with an honorary award by the Training Officers' Conference, made up of training personnel from all Government departments, for his outstanding work in employee training.

The certificate read: "This honorary award is presented in recognition of broad and top-level leadership in Federal personnel training. By means of his patient wisdom Mr. Henderson developed an outstanding program of training in the Department of Agriculture and has contributed unstintingly to the establishment of training principles and policies throughout the Federal Government. His activities abroad in 1951-52 as consultant to the German Government resulted in an extensive training program for its employees."

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